



Working Sick: Why California Families Need Paid Sick Days

6 million Californians – 40% of all workers in the state – have ZERO paid sick days.

Working Californians Need Paid Sick Days to Care for their Families

- The majority are low-wage workers¹ who have no choice but to come to work sick and send their sick children to school or child care.
- The majority of low-wage workers are women and the primary caregivers for their families.²
- Half of all U.S. women forego pay when they stay home to take care of a sick child.³

Children Benefit when Parents have Paid Sick Days

- Parents with paid sick days are more likely to care for their children when they are sick.⁴
- Sick children recuperate faster when cared for by their parents and children with parents who have paid sick days score better in school.

Elders Who Need Care Benefit

- Over 4 million Californians are caring for another adult and the majority of the time that adult is a parent over the age of 50.⁵
- When a caregiver cannot take time off, the elderly may be forced into short-term nursing situations, at an average cost of \$158 per day.⁶

It's About Time: Support Paid Sick Days in California

*Produced by the **Labor Project for Working Families** on behalf of the **Work and Family Coalition**. The Work and Family Coalition is a partnership of unions and community based organizations working on a campaign for Paid Sick Days in California to allow workers to take paid sick days for themselves or to care for a sick family member. The Coalition helped pass the groundbreaking California Paid Family Leave law. For more information, contact us at (510) 643-7088 or info@working-families.org.*

¹ Heymann J. (2000). *The Widening Gap: Why American's Working Families are in Jeopardy and What Can Be Done about It*. New York: Basic Books.

² Boushey, H. and J. Schmitt. (2005). *Impact of Proposed Minimum Wage Increase on Low-Income Families*. Center for Economic and Policy Research.

³ Wyn, R., Et al. (2003) *Women, Work and Family Health: A Balancing Act?* The Henry J. Kaiser Family Foundation.

⁴ Heymann S.J., Et al. (1999). "Working Parents: What factors are involved in their ability to take time off from work when their children are sick?" *Archive of Pediatric Adolescent Medicine* 153(8):870-874

⁵ National Alliance for Caregiving and AARP. (2004). *Caregiving in the U.S.: Spotlight on California*.

⁶ Lovell V. (2006). *Valuing Good Health in San Francisco: The Costs and Benefits of a Proposed Paid Sick Days Policy*. Institute for Women's Policy Research Report #B252.